

FOURTEENTH CONGRESS OF THE REPUBLIC  
OF THE PHILIPPINES  
First Regular Session

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SENATE

RECEIVED BY: 

Senate Bill No. 667

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INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA

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**EXPLANATORY NOTE**

The Constitution, Article 13, Section 14 mandates the State to "protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation."

Such provision would be ineffectual if women are not informed of the rights guaranteed by law. To this date, employers are not required by any law to furnish women pertinent information regarding their work conditions.

This bill seeks to grant and strengthen the right of women to be informed of work conditions, which affect their health by providing punishment for employers who will deny such right.

In view of the foregoing, early passage of this proposed measure is earnestly urged.

  
JINGGOY EJERCITO ESTRADA  
Senator

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AN ACT  
GRANTING WOMEN THE RIGHT TO KNOW WORK CONDITIONS  
AFFECTING THEIR HEALTH

*Be it enacted by the Senate and the House of Representatives of the Philippines  
in Congress assembled;*

**SECTION 1. Short Title.** - This Act shall be known as the "**Women's  
Work Protection Act.**"

**SEC. 2. Declaration of Policy.** - The Constitution directs the State to protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation. To achieve this mandate, it is declared a state policy to grant women the right to know work conditions which affect their health.

**SEC. 3. Definition of Terms.** - For purposes of this Act the terms:

- (a) "*Employer*" includes any person acting in the interest of an employer, directly or indirectly. The term shall not include any labor organization or any of its officers or agents except when acting as an employer: and
- (b) "*Secretary*" refers to the Secretary of Labor and Employment.

**SEC. 4. Required Information.** -

(a) The prospective employer shall furnish in writing the following information to all women applicants:

- (1) the danger which workers are exposed to or might be exposed to;
- (2) the medical and health benefits which workers are entitled to, including maternity leave benefits and the availability of family planning services;
- (3) the health hazards associated with the work, including hazards that may affect their maternal functions; and

(4) the availability of facilities for women which are required under Presidential Decree No. 442, as amended, also known as Labor Code of the Philippines, Section 132.

(b) Women already employed prior to the effectivity of this Act shall likewise be furnished information required under paragraph (a) of this Section.

**SEC. 5 . Rules and Regulations.** - The Department of Labor and Employment shall promulgate the necessary rules and regulations to carry out the purposes of this Act.

**SEC. 6. Annual Report.** - The Secretary shall submit an annual report to the President. The report shall include the following:

(a) a list of work hazards, especially those that effect women's maternal functions;

(b) a list of employers found to have violated any provisions of this Act; and

(c) rate of compliance of employers with the provisions of this Act.

**SEC. 7. Penalty.** - Any violation of Section 4 of this Act shall be punished with a fine of not less than Ten Thousand Pesos (P10,000.00) but not more than Twenty Thousand Pesos (P20,000.00) or imprisonment of not less than three (3) months but not more than six (6) months, or both, at the discretion of the court. If the offense is committed by a corporation, trust, firm, partnership or association or other entity, the penalty shall be imposed upon the guilty officer or officers of such corporation, trust, firm, partnership or association or entity.

**SEC 8. Separability Clause.** - If any provision or part hereof, is held invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

**SEC. 9. Repealing Clause.** - Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with, the provisions of this Act is hereby repealed, modified or amended accordingly.

**SEC. 10. Effectivity Clause.** - This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

*Approved,*